

**MAYS BUSINESS SCHOOL**  
**Graduate Programs Office****Jerry R. Strawser**Interim Head of the Adam C. Sinn '00 Department of Finance  
Professor and Associate Dean for Graduate Programs  
*KPMG Chair in Accounting*

July 31, 2023

**MEMORANDUM****TO:** Adam Kolasinski  
Associate Professor**THROUGH:** Nate Y. Sharp  
Dean of Mays Business SchoolDocuSigned by:  
Nate Y. Sharp  
FBB19913F8AD493...**FROM:** Jerry Strawser  
Interim Head, Adam C. Sinn '00 Department of FinanceDocuSigned by:  
Jerry Strawser  
E47139A38FE6463...**SUBJECT:** 2023-2024 Reappointment Letter for Adam Kolasinski

In accordance with the University Statement on Academic Freedom, Responsibility, Tenure and Promotion (University Rule 12.01.99.M1), this letter constitutes your official notification of the terms and conditions of your appointment for the 2023-2024 academic year. Your appointment is subject to the rules and regulations of Texas A&M University (TAMU) as well as of the Texas A&M System.

On September 1, 2023, the following will be effective and visible in Workday.

Faculty Employee Name: Adam Kolasinski

Faculty Employee UIN: 823003156

Faculty Rank and Title: Professor

Tenured/Tenure Track/Academic Professional Track: Tenured

Employment Term (9, 10 or 11 months): 9

Full-Time Equivalent (FTE) Percent of Effort: 100

Raise for Promotion: [REDACTED]

Monthly Base (FTE) Salary: [REDACTED]

***Merit adjustments, if approved, will be visible in Workday in the fall and all other salary adjustments, if applicable, for the 2023-2024 academic year (e.g., equity adjustments, promotions, and the like) will be available to view in Workday in September 2023.***

**Effort Assigned**

Employees holding appointment terms of fewer than 12 months are eligible to enroll in *Save for Summer* and can learn more about the plan by following the link <https://employees.tamu.edu/payroll/media/forms/save-for-summer-interactive-authorization-form.pdf>. If you are currently enrolled, you will automatically renew each fiscal year. To register for the program or adjust contributions for the new fiscal year, please submit the authorization form to Payroll Services prior to September 1, 2023.

As a faculty member with a less than 12-month appointment, you are not eligible to accrue or use vacation time but may take time off during university holidays and student recesses. Unused days do not carry forward to the next year and unused days are not eligible for cash payouts. Sick leave and other benefits will be applied consistent with University policy and State law.

Your teaching load for the 2023-2024 academic year is [REDACTED] course sections (or equivalent). The specific course and semester assignments will be determined at a later date.

Wehner Building  
4113 TAMU  
College Station, TX 77843-4113Tel. 979.458.6715  
jstrawser@tamu.edu

All faculty are expected to participate in service activities to the University, to Mays Business School, and to the profession. Additionally, engagement in community service opportunities is encouraged. Additional details of Mays' service expectations are listed in the document titled "Guidelines for Faculty Appointment and Evaluations," available on the intranet website of the Faculty Affairs office. A link to that document follows:

<https://facultyaffairs.tamu.edu/dof/media/DOF-Media/Headshots/DOF%20Internal/Mays-Guidelines-For-Faculty-Appointments-and-Evaluations-June-7-2022-Final-pdf-correctedByPAVE.pdf>

Service expectations specific to your appointment include: Faculty Senator representing the Mays Business School; Department P&T committee, faculty recruiting committee, and PhD student recruiting committee.

As a Professor, you are expected to generate and disseminate new knowledge consistent with your faculty rank. General expectations include active participation in research and scholarship and dissemination through publications/presentations. Additional details of Mays' research expectations are listed in the document titled "Guidelines for Faculty Appointment and Evaluations," available on the intranet website of the Faculty Affairs office. A link to that document follows: <https://facultyaffairs.tamu.edu/dof/media/DOF-Media/Headshots/DOF%20Internal/Mays-Guidelines-For-Faculty-Appointments-and-Evaluations-June-7-2022-Final-pdf-correctedByPAVE.pdf>

Mays Business School's expectations for holding a tenured/tenure track position include effective undergraduate and graduate classroom teaching [REDACTED] courses (or equivalent) per academic year; mentoring and supervision of undergraduate and graduate students and postdoctoral students, particularly recruiting and mentoring of doctoral students and guiding them through graduation in a timely manner; establishment of a sustainable research program through external funding; publication of papers with students in venues that demonstrate impact; contributions to Texas A&M diversity and inclusion goals, and providing a degree of service to Texas A&M University and the professional community.

Other important faculty responsibilities requiring action during the year include:

- Completing all mandatory training assignments by due date. Per University Rule 12.01.99.M1, failure to complete training will result in an automatic "unsatisfactory" on the annual review.
- Posting and updating your CV and syllabus.
- Certifying student attendance in your classes each semester and summer session, including students registered in directed study and research hours.
- Providing timely submission of midterm and final grades for all course sections, including 485, 685, 491 and 691.

### **Other Information**

In addition to your base nine-month salary, you can elect to take up to one month of summer salary from the James Ashton Republic Bank Professorship in support of your ongoing research activities. The additional salary payment (plus fringes thereon) is subject to the availability of funds in the professorship account and providing that you do not have funding from other sources during that time. Also, based upon your exceptional research productivity, you are being awarded a second month of summer salary in support of your ongoing research during summer 2024. According to Mays Business School policy, the provision of summer salary support from endowed positions during any year is contingent upon your continued employment with the Mays Business School at Texas A&M University for the following academic year.

University Rule 12.01.99.M1 University Statement on Academic Freedom, Responsibility, Tenure and Promotion states that faculty members are obligated to fulfill the terms of employment for the following year unless they resign prior to 30 days after receiving this notification. For institutional planning purposes, you are requested to inform your department head or your unit head no later than May 15, 2024, if you do not wish to be considered for employment for academic year 2024-2025.

**Certificate Of Completion**

Envelope Id: F5E4656F61A84C719E90603AA5B69ACE

Status: Completed

Subject: Complete with DocuSign: Kolasinski FY24 Reappointment Letter.pdf

Source Envelope:

Document Pages: 2

Signatures: 2

Envelope Originator:

Certificate Pages: 2

Initials: 0

Kimberly Scherer

AutoNav: Enabled

P.O. Box 1675

Enveloped Stamping: Enabled

Galveston, TX 77553

Time Zone: (UTC-06:00) Central Time (US &amp; Canada)

kimberlyscherer@tamu.edu

IP Address: 47.186.173.222

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Status: Original

Holder: Kimberly Scherer

Location: DocuSign

7/31/2023 | 01:13 PM

kimberlyscherer@tamu.edu

**Signer Events**

Jerry Strawser


jstrawser@tamu.edu

Associate Dean for Graduate Programs

The Texas A&amp;M University System

Security Level: Email, Account Authentication  
(None)**Signature**

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Dr. Nate Sharp

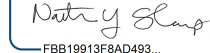
sharpn@tamu.edu

Professor and Department Head

Mays Business School at Texas A&amp;M University

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Adam Kolasinski

akolasinski@tamu.edu

Security Level: Email, Account Authentication  
(None)

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**Electronic Record and Signature Disclosure:**

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**Carbon Copy Events****Status****Timestamp**

Carbon Copy Events	Status	Timestamp
Kyra Gunn kgunn@tamu.edu The Texas A&M University System Security Level: Email, Account Authentication (None)	<div>COPIED</div>	Sent: 8/1/2023   10:11 AM
<b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign		

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	8/1/2023   10:11 AM
Signing Complete	Security Checked	7/31/2023   01:58 PM
Completed	Security Checked	8/1/2023   10:11 AM

Payment Events	Status	Timestamps
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